



HM Coastguard

HMCG Technical Training

Senior Maritime Operations Officer (SMOO)

Training Programme Phase 1

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Introduction

The purpose of this document is to provide information and content of phase 1 of the MOO to SMOO transition training. Phase 1 is for MOOs who hold Mission Conduct, Maritime Search 1 & 2 qualifications and have at least 18 months experience from the date of their last MOO qualification.

Appointment and Recruitment Process

SMOO phase 1 is open to all Maritime Operations Officers who:

- qualified prior to March 2020 or due to prior experience and/or qualifications has been fast-tracked with the approval of the Divisional Commander, and;
- is not under performance management, and;
- for their last Q3 PMR was positioned on the nine-box grid (in agreement with their line manager) as either *High Potential*, *Excellent*, *Star* or *Strong*.

It is the responsibility of MRCC/JRCC management to ensure that all eligible MOOs are made available for the SMOO phase 1 training course. Course places will be allocated according to station requirements and network flexibility.

This is a training ahead of need programme, therefore, there is no formal selection process prior to attendance on the course. It is, however, expected that successful candidates will complete a Civil Service recruitment board to be made substantive in at the EO grade.



Program Overview



Program Timings & Duration

It is envisaged that the duration of the SMOO training program phase 1 will be no longer than 3 months. However, some flexibility will be required depending on the time of year and staffing levels.

Where possible, the training modules will be delivered in a single 3-week block. There will be between 4 and 6 weeks of consolidation prior to the assessment module. This is time for trainees to return to their stations to consolidate what they have learnt, put it into practice and prepare for their assessments. Direction and consolidation tasks will be provided to ensure that trainees make best use of this consolidation time.



Module Overview

This section is intended to give an overview of the key content that will be covered in each of the training modules. Each module, apart, from the introduction, will be assessed. Details of the assessments can be found later in this document.

Module 1: Search Planning – 10 days

- Manual search planning
- SAD & SAC (Search Area Evaluation and Search Area Allocation)
- Terminology
- Particle Modelling
- Use of Themis*/SARIS for search modelling
- Rapid Response, Datum Point, Datum Line, Backtrack, Flare, EISEC and SAC.
- Practical session afloat.

Module 2: Incident Co-ordination – 5 days

- Legal Framework
- 5 Stages of SAR Operations
- Effective Briefing
- Effective Decision-Making
- Managing the team
- Managing the task
- Managing the individual
- Major Incidents, JESIP and Interagency Working

Module 3: Assessments – 5 days

*Themis will not be available for SMOO 1. Additional training will be provided on Themis.



Course Dates

Course	SMOO 1*	SMOO 2	SMOO 3	SMOO 4
Search Planning (2 Weeks)	18.10.21	06.12.21	21.02.22	07.03.22
Incident Co-Ordination (1 week)	08.11.21	10.01.22	21.03.22	25.04.22
Assessments (1 week)	17.01.22	14.02.22	19.04.22	06.06.22

- * Search planning will be 1 week due to Themis not being available. Additional training will be provided at a later date to be confirmed.



Assessments

SMOO Assessments			
<i>Module</i>	<i>Assessment Method</i>	<i>Pass Mark</i>	<i>Notes</i>
Module 1 Search Planning	1 Practical Assessment	80%	<p>Practical Assessment will involve the construction of the following search plans:</p> <ul style="list-style-type: none"> • Backtrack • Flare • EISEC • Creation of search instructions
Module 2 Incident Co-Ordination	1 Theory Paper 1 Practical Assessment	80%	<p>Covers legal aspects, JESIP and major incidents</p> <p>Measures capability to manage several smaller incidents, including assessing:</p> <ul style="list-style-type: none"> • Applying action-centred leadership principles • Ability to adapt to changing circumstances • Safe management of a team under SMC direction and guidance.



SMOO Programme: Proposed delivery parameters

<i>Module</i>	<i>Days Required</i>	<i>Consolidation Period</i>	<i>Ideal Delivery Method + Rationale</i>
Module 1 Search Planning	10	4 -6 Weeks	Face to Face <ul style="list-style-type: none"> • Better experience for delegates • Practical session involved • Interact with other delegates • Meet Training Team and Senior Management • Access to trainers • Use of HM Coastguard Vessels for practical application
Module 2 Incident Co-Ordination	5	4-6 weeks. Preferably 6 weeks.	Face to Face <ul style="list-style-type: none"> - Immediate feedback during practical practice with a trained assessor. - Meeting various trainers and having a safe, judgement free person to address questions to who is not overloaded with another job role (e.g TL) - Full and complete knowledge of the entire course from a trained assessor. - Full training and guidance available from a trainer who has been operational and knows what standard level is required to be a SMOO.
Module 3 Assessments	5	Not Applicable	Face to Face <ul style="list-style-type: none"> • To ensure integrity of the assessment process





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